




PERSONNEL CABINET

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Erwin Roberts
Secretary

To: Personnel Administrators
All Agencies



From: Erwin Roberts, Secretary
Personnel Cabinet

Date: June 9, 2005

Subject: Governor's Wage Equity & Increments: July 1, 2005

Effective July 1, 2005, the continuation of the Governor's Wage Equity Plan will adjust the salary schedule by an increase of 1.976%. The salaries of those employees who are below the new minimum will be increased to the new minimum. In addition, any employee, other than interim employees and employees not on initial or promotional probation whose salary is less than five (5) percent above the new entry level wage of his or her pay grade, shall have his or her salary increased to five (5) percent above the new entry level wage, effective July 1, 2005. Additionally, beginning July 1, 2005, annual increments will be three percent (3%).

On or about June 28, 2005, the Personnel Cabinet will generate two lists of employees. One list contains employees who are eligible for Wage Equity increases; this list is a 'from-to' list and is based on data from June 28, 2005. The other is the Annual Increment Listing. If employees are to be lined off because of conflicting actions, be sure to line off those employees receiving both Wage Equity and an Annual Increment/Promotional Increase from both lists. These lists will need to be returned to Mike Rice, Personnel Cabinet, 200 Fair Oaks Lane, Room 531, by close of business, **Thursday, July 7, 2005**.

For questions regarding the list of eligible employees, please contact Carolyn Bruce, Processing & Records Branch Manager, at 564-6873, extension 4126. For questions regarding Wage Equity, contact Paul Herberg, Director of Employee Management at 564-6464.

SALARY SCHEDULE EFFECTIVE JULY 1, 2005
37.5 Hour Work Week

| <u>Grade</u> | | <u>Minimum</u> | <u>Midpoint</u> |
|--------------|---------|----------------|-----------------|
| 5 | Hourly | \$7.234 | \$9.583 |
| | Monthly | \$1,175.54 | \$1,557.24 |
| | Annual | \$14,106.48 | \$18,686.88 |
| 6 | Hourly | \$7.958 | \$10.542 |
| | Monthly | \$1,293.18 | \$1,713.08 |
| | Annual | \$15,518.16 | \$20,556.96 |
| 7 | Hourly | \$8.752 | \$11.594 |
| | Monthly | \$1,422.20 | \$1,884.04 |
| | Annual | \$17,066.40 | \$22,608.48 |
| 8 | Hourly | \$9.627 | \$12.754 |
| | Monthly | \$1,564.40 | \$2,072.54 |
| | Annual | \$18,772.80 | \$24,870.48 |
| 9 | Hourly | \$10.590 | \$14.029 |
| | Monthly | \$1,720.88 | \$2,279.72 |
| | Annual | \$20,650.56 | \$27,356.64 |
| 10 | Hourly | \$11.648 | \$15.432 |
| | Monthly | \$1,892.80 | \$2,507.70 |
| | Annual | \$22,713.60 | \$30,092.40 |
| 11 | Hourly | \$12.814 | \$16.974 |
| | Monthly | \$2,082.28 | \$2,758.28 |
| | Annual | \$24,987.36 | \$33,099.36 |
| 12 | Hourly | \$14.094 | \$18.671 |
| | Monthly | \$2,290.28 | \$3,034.04 |
| | Annual | \$27,483.36 | \$36,408.48 |
| 13 | Hourly | \$15.504 | \$20.640 |
| | Monthly | \$2,519.40 | \$3,354.00 |
| | Annual | \$30,232.80 | \$40,248.00 |
| 14 | Hourly | \$17.054 | \$22.593 |
| | Monthly | \$2,771.28 | \$3,671.38 |
| | Annual | \$33,255.36 | \$44,056.56 |

| <u>Grade</u> | | <u>Minimum</u> | <u>Midpoint</u> |
|--------------|---------|----------------|-----------------|
| 15 | Hourly | \$18.759 | \$24.853 |
| | Monthly | \$3,048.34 | \$4,038.62 |
| | Annual | \$36,580.08 | \$48,463.44 |
| 16 | Hourly | \$20.635 | \$27.337 |
| | Monthly | \$3,353.20 | \$4,442.28 |
| | Annual | \$40,238.40 | \$53,307.36 |
| 17 | Hourly | \$22.697 | \$30.070 |
| | Monthly | \$3,688.28 | \$4,886.38 |
| | Annual | \$44,259.36 | \$58,636.56 |
| 18 | Hourly | \$24.969 | \$33.077 |
| | Monthly | \$4,057.48 | \$5,375.02 |
| | Annual | \$48,689.76 | \$64,500.24 |
| 19 | Hourly | \$27.463 | \$36.383 |
| | Monthly | \$4,462.74 | \$5,912.24 |
| | Annual | \$53,552.88 | \$70,946.88 |
| 20 | Hourly | \$30.211 | \$40.024 |
| | Monthly | \$4,909.30 | \$6,503.90 |
| | Annual | \$58,911.60 | \$78,046.80 |
| 21 | Hourly | \$33.231 | \$44.026 |
| | Monthly | \$5,400.04 | \$7,154.24 |
| | Annual | \$64,800.48 | \$85,850.88 |
| 22 | Hourly | \$36.553 | \$48.427 |
| | Monthly | \$5,939.88 | \$7,869.40 |
| | Annual | \$71,278.56 | \$94,432.80 |

SALARY SCHEDULE EFFECTIVE JULY 1, 2005
40 Hour Workweek

| <u>Grade</u> | | <u>Minimum</u> | <u>Midpoint</u> |
|--------------|---------|----------------|-----------------|
| 5 | Hourly | \$7.234 | \$9.583 |
| | Monthly | \$1,253.90 | \$1,661.06 |
| | Annual | \$15,046.80 | \$19,932.72 |
| 6 | Hourly | \$7.958 | \$10.542 |
| | Monthly | \$1,379.40 | \$1,827.28 |
| | Annual | \$16,552.80 | \$21,927.36 |
| 7 | Hourly | \$8.752 | \$11.594 |
| | Monthly | \$1,517.02 | \$2,009.64 |
| | Annual | \$18,204.24 | \$24,115.68 |
| 8 | Hourly | \$9.627 | \$12.754 |
| | Monthly | \$1,668.68 | \$2,210.70 |
| | Annual | \$20,024.16 | \$26,528.40 |
| 9 | Hourly | \$10.590 | \$14.029 |
| | Monthly | \$1,835.60 | \$2,431.70 |
| | Annual | \$22,027.20 | \$29,180.40 |
| 10 | Hourly | \$11.648 | \$15.432 |
| | Monthly | \$2,019.00 | \$2,674.88 |
| | Annual | \$24,228.00 | \$32,098.56 |
| 11 | Hourly | \$12.814 | \$16.974 |
| | Monthly | \$2,221.10 | \$2,942.16 |
| | Annual | \$26,653.20 | \$35,305.92 |
| 12 | Hourly | \$14.094 | \$18.671 |
| | Monthly | \$2,442.96 | \$3,236.32 |
| | Annual | \$29,315.52 | \$38,835.84 |
| 13 | Hourly | \$15.504 | \$20.640 |
| | Monthly | \$2,687.36 | \$3,577.60 |
| | Annual | \$32,248.32 | \$42,931.20 |
| 14 | Hourly | \$17.054 | \$22.593 |
| | Monthly | \$2,956.04 | \$3,916.12 |
| | Annual | \$35,472.48 | \$46,993.44 |

| <u>Grade</u> | | <u>Minimum</u> | <u>Midpoint</u> |
|--------------|---------|----------------|-----------------|
| 15 | Hourly | \$18.759 | \$24.853 |
| | Monthly | \$3,251.56 | \$4,307.86 |
| | Annual | \$39,018.72 | \$51,694.32 |
| 16 | Hourly | \$20.635 | \$27.337 |
| | Monthly | \$3,576.74 | \$4,738.42 |
| | Annual | \$42,920.88 | \$56,861.04 |
| 17 | Hourly | \$22.697 | \$30.070 |
| | Monthly | \$3,934.16 | \$5,212.14 |
| | Annual | \$47,209.92 | \$62,545.68 |
| 18 | Hourly | \$24.969 | \$33.077 |
| | Monthly | \$4,327.96 | \$5,733.36 |
| | Annual | \$51,935.52 | \$68,800.32 |
| 19 | Hourly | \$27.463 | \$36.383 |
| | Monthly | \$4,760.26 | \$6,306.40 |
| | Annual | \$57,123.12 | \$75,676.80 |
| 20 | Hourly | \$30.211 | \$40.024 |
| | Monthly | \$5,236.58 | \$6,937.50 |
| | Annual | \$62,838.96 | \$83,250.00 |
| 21 | Hourly | \$33.231 | \$44.026 |
| | Monthly | \$5,760.04 | \$7,631.18 |
| | Annual | \$69,120.48 | \$91,574.16 |
| 22 | Hourly | \$36.553 | \$48.427 |
| | Monthly | \$6,335.86 | \$8,394.02 |
| | Annual | \$76,030.32 | \$100,728.24 |